

Inflation Reduction Act Section 50123: State-Based Home Energy Efficiency Contractor Training Grant Program Narrative Document

Contents

6.4.a Performance Metrics..... 2

6.4.b Community Benefits Plan 3

 1. Engaging Community and Labor 3

 2. Investing in America’s Workforce 4

 3. Diversity, Equity, Inclusion, and Accessibility 6

 4. Justice40 Initiative 8

6.4.c State Workforce Development Plan 10

 1. Workforce Development Plan Part A:..... 10

 A. Component 1 – Residential Energy Workforce Needs Assessment 10

 B. Component 2 – Participant Outreach, Engagement, and Service Plan..... 16

 C. Component 3 – Statement of Work with Objectives, Activities, and Metrics..... 18

 2. Workforce Development Plan Part B:..... 20

6.4.d Workforce Advisory Group 25

6.4.e Program Evaluation Plans 25

Attachment A: Letters of Support..... 27

6.4.a Performance Metrics

| Performance Metric | Target Audience(s) | Planned Numeric Targets for the Period of Performance |
|---|-------------------------------|--|
| Number of individuals and/or businesses enrolled in the training program. | New workers | 80 |
| | Existing workers | 160 |
| | Contractor firms | 80 |
| The percentage of individuals that completed the training program. | New workers | 75% |
| | Existing workers | 90% |
| | Contractor firms | 90% |
| The number of individuals that received a certification. | New workers | 56 |
| | Existing workers | 128 |
| | Contractor firms | 0 |
| Number and type of industry-recognized skill or business certifications obtained through program assistance. | New workers | 3 per trainee |
| | Existing workers | 1 per trainee |
| | Contractor firms | 0 |
| Number of participants from underserved or underrepresented populations. | New workers | 32 |
| | Existing workers | 64 |
| | Contractor firms | 32 |
| Number of workers newly employed; promoted within current employment; or placed in a registered apprenticeship as a result of training. | New workers | 40 |
| | Existing workers | 80 |
| | Contractor firms | 0 |
| Estimated cost of training per participant | New workers | \$5,000/trainee |
| | Existing workers | \$5,000/trainee |
| | Contractor firms | \$5,000/trainee |
| Number of communities of interest served through training | Disadvantaged ¹ | 2 |
| | Tribal | 1 |
| | Rural | 2 |
| | Energy | 0 |
| | Other (Workforce Development) | 1 |

¹ The “Disadvantaged” performance metric stated indicates a total for the communities of interest included in Tribal, Energy, and Workforce Development “Categories of Burden” as identified on the CEJST map. Therefore “Disadvantaged” is not a separate metric in addition to the Tribal, Energy, and Workforce Development categories.

6.4.b Community Benefits Plan

1. Engaging Community and Labor

- a. **Provide a list of key community and labor stakeholders and a well-defined plan for continued engagement. (Letters of support from community or labor stakeholders are attached as “Attachment A”)**

List of Community and Labor Stakeholders:

- Blue Green Alliance
- Community Action Partnerships of Oregon
- Community Action Agencies
- Portland Clean Energy Fund
- Affiliated Tribes of Northwest Indians
- Oregon’s nine federally recognized tribes
- Columbia River Inter-Tribal Fish Commission
- LatinoBuilt
- EnerCity Collaborative
- Union organizations such as: International Brotherhood of Electrical Workers, Sheet Metal and Air Conditioning Contractors’ National Association, Oregon Tradeswomen
- Environmental Justice organizations such as: Coalition of Communities of Color, Urban League of Portland, Unite Oregon, Verde, Seeding Justice, Latino Network, Community Energy Project, APANO, Rogue Climate, Sustainable Northwest, Spark Northwest, etc.
- Residential Contractor organizations such as: Earth Advantage, Oregon Home Builders Association, Oregon Residential Contractors Association, Central Oregon Builders Association, Home Building Association of Greater Portland, NAMC-Oregon, Home Builder Association of Marion and Polk Counties, etc.

The Oregon Department of Energy (ODOE) has strong relationships with Oregon’s environmental justice (EJ) and labor organizations. ODOE’s outreach plan included one-on-one meetings with many of the organizations above; ODOE shared details about this opportunity and asked targeted questions to understand existing programs and needs. ODOE also regularly convenes an EJ Leadership Workgroup meeting. With the influx of federal and state investments, ODOE embraced a need to work more closely with our EJ stakeholders to ensure benefits are reaching those who have historically been left behind and who need help the most. As a result, ODOE has begun convening a monthly meeting with leadership representatives of EJ groups from around the state (EJ Leadership Workgroup) to provide input and gain knowledge about different opportunities coming to Oregon, as well as strategize on how the benefits of the funding can make the greatest impact in their communities. The two-way flow of information has benefited and strengthened the relationships between all the organizations involved. Recent gatherings of this group included a review of the Training for Residential Energy Contractors grant program (TREC) opportunity and provided insight into Oregon communities’ needs. Following an executed assistance agreement, ODOE intends to seek this EJ Leadership Workgroup’s feedback on proposed implementation plans. Additionally, ODOE plans to invite

some of the above labor and community leaders to be part of the Workforce Advisory Committee, which will have a major role in program implementation, assessment, and reporting. All of these organizations will also continue to have an ongoing opportunity to offer feedback on the work in less formal ways, with an open door at ODOE for collaboration.

b. Create a strategy for incorporating community and labor feedback into project and program plans.

As outlined above, in developing the application and conceptual plan for the TREC, ODOE conferred with a variety of different labor and community stakeholders involved with residential energy efficiency, including labor unions. In recognition of the fact that ODOE will be a new participant in the workforce development landscape, the feedback that has been provided by those already actively involved in workforce development in the state has had a very strong influence on the plan for investing the TREC funds in Oregon. ODOE incorporated the feedback into the plans, including how the work will be assessed and what metrics will be used. For example, a key takeaway was that in Oregon most residential work is done by non-union workers. However, labor unions help these fellow workers obtain better pay, benefits, and working conditions, in both direct and indirect ways. The community groups ODOE engaged with also have relationships with organized labor and work hard to advocate for a living wage and other benefits for residential efficiency workers. The feedback gathered from these meetings is reflected in the project and program plans found throughout this narrative. ODOE's strategy for incorporating future feedback is to run draft plans by interested stakeholders prior to finalization to ensure that the work product reflects the needs of Oregon communities.

c. Describe a plan to use collective bargaining, project labor, and/or community benefits agreements.

ODOE will work with subgrantees to build connections between participants who complete a program and Oregon-based projects that have collective bargaining agreements, project labor agreements, and/or community benefits agreements in place.

2. Investing in America's Workforce

a. Produce plans for strong and enduring partnerships with employers.

ODOE intends to leverage existing relationships with energy efficiency employers and grow new relationships under this program. Energy efficiency employers are expected to hire and promote the key occupations targeted by this program. These occupations include positions related to HVAC installation and maintenance and the associated upgrades necessary for energy efficiency improvements, as well as energy auditors.

ODOE will have employer representatives on the Workforce Advisory Committee, which will ensure opportunities for communication about employers' needs for skills in new hires and for upskilling existing employees. This will also allow ODOE to receive feedback about how well training programs are working. ODOE is committed to using the Workforce Advisory Committee as a venue to discuss and make recommendations for approaches to connect trainees to jobs and ensure training resources result in paid employment.

ODOE will also continue to engage with other stakeholders in the energy efficiency space, such as the Energy Trust of Oregon (ETO), which has a Trade Ally Network of contractors with which it has frequent engagement. ETO is an independent nonprofit organization created to advance the development of clean energy resources in the state of Oregon. Since 2002, ETO has been charged by the Oregon Public Utility Commission to administer ratepayer-funded energy efficiency and renewable energy programs. This engagement may also include Worksystems, Inc., which is the local workforce development board for the Portland metropolitan area counties, and which is forming an employer advisory committee for the clean energy sector.

b. Create a process for tracking and reporting information on job quality

1. Estimated benefits and pay for trainees
2. Proposed outcomes for placing program graduates into high-quality jobs.
3. Gathered data on job quality (e.g., pay, benefits, classification as employees, permanent jobs, predictable schedules, etc.).

ODOE's implementation plan for the TREC program involves a competitive subgrant opportunity announcement. In addition to targeting the workforce areas that ODOE has identified as a priority for this funding, ODOE will seek to fund projects that can demonstrate strong plans for gathering data on quality jobs through the course of their projects, to the extent feasible. The cadence of this reporting will align with US DOE's deliverables. ODOE will have a dedicated staff member who will monitor the consistency of this reporting and will collate the data for reporting up to the US DOE. While the Oregon Employment Department tracks wages, benefits are not tracked. Additionally, some job quality statistics are gathered by unions, but since Oregon's energy efficiency workers are mainly non-union, some of these datasets may not be tracked. Instead, ODOE proposes gathering information on job quality from a survey mechanism directed at participants who complete a program to get an overall sense of how the trainees benefited from the program.

c. Propose steps to encourage participation in labor-management training partnerships, including Registered Apprenticeships and pre-apprenticeships.

Existing Registered Apprenticeship and pre-apprenticeship programs will be eligible to receive subgrants under Oregon's TREC program, and ODOE will encourage partnerships between community-based organizations and labor organizations that reduce duplication by using existing union-based training centers as well as existing community college training facilities. There are also opportunities to invest in programs that build career pathways supportive of pre-apprenticeships and Registered Apprenticeships into career awareness and career education efforts that attract the next generation to good-paying clean energy jobs.

d. Develop plans to train and hire workers from declining industries.

The Oregon Employment Department projects that very few industries existing in Oregon will experience decreases in employment between 2021 and 2031; for those that do experience decreases, the agency expects they will be small. The projected increase in construction employment of 17,800 employees over the decade is over three times the total projected decrease in all of the declining sectors put together, including wood and paper products (projected decrease of 700 employees), finance and insurance (projected decrease of 1,200 employees), and newspaper and book publishing (projected decrease of 800 employees). Even though few industries are projected to experience decreases in employment at the state level, declining industries or company closures may disproportionately affect certain communities or regions of the state. ODOE will engage with the Workforce Advisory Committee to identify regions of the state that are disproportionately affected by declines in local industries and to encourage subgrant applicants to work with local workforce development boards to ensure that displaced workers are aware of training opportunities under the Oregon TREC program.

e. Create plans to facilitate career growth among trainees.

- **HVAC training:** When developing the subgrant application, ODOE will include criteria that would require successful applicants for an HVAC training subgrant to include plans for connecting new trainees who graduate from training programs with prospective employers. ODOE will also engage the Workforce Advisory Committee to ensure that the subgrant opportunity announcement allows the design of programs to upskill incumbent workers to be convenient and accessible for employees and employers alike.
- **Home energy auditing and modeling:** Training will include home energy modeling in order to meet the BPI 2400 specifications, which will provide opportunities for career growth for existing employees and small construction business owners, especially as the demand created by the HOMES and HEAR programs increases the need for more home energy auditors trained in modeling.
- **Contractor business development:** Training will help small contractors improve their efficiency and business competency, which should make their businesses more profitable and sustainable in the long run and should enable them to take on more trainees.

3. Diversity, Equity, Inclusion, and Accessibility

a. Explain specific approaches for recruiting and training individuals from underrepresented groups or disadvantaged communities.

Oregon is committed to ensuring underrepresented groups and disadvantaged communities are prioritized as it continues building a clean energy workforce. ODOE will prioritize these groups in each phase of the program. Specific approaches for supporting these groups in the three key phases of the program are included below:

- **Program design:** ODOE engaged leaders from underrepresented groups and disadvantaged communities to provide feedback on the design of this program. Specifically, ODOE convened multiple workshops with EJ leaders across the state to gather input on several of Oregon’s federal funding applications, including the TREC program. ODOE incorporated this feedback into the application and will continue engaging this group as it implements the program and begins distributing subgrants.
- **Program implementation:** ODOE intends to use these funds to make subgrants to programs already providing workforce development and training in the state to build Oregon’s energy efficiency workforce. ODOE will prioritize the delivery of grants to organizations that are working in disadvantaged communities or with underrepresented groups. To do this, ODOE will conduct targeted outreach to existing workforce development programs operating within disadvantaged communities, which will be identified using the White House’s Climate and Economic Justice Screening tool. In areas where there are no existing workforce development programs, ODOE will encourage applicants to propose new programs or deploy innovative approaches to make existing programs accessible in more communities.
- **Program evaluation:** A key component of the evaluation strategy will be to ensure benefits are being delivered to underrepresented communities. As part of the program evaluation strategy, ODOE will evaluate the success of the programs relative to the Justice40 metrics outlined below. ODOE will also seek input from program participants identified as disadvantaged.

b. Present strategies to promote DEIA through the delivery of wraparound services to participants.

ODOE recognizes the structural barriers that make workforce training difficult for historically marginalized communities and believes that providing wraparound services to workers who need them is crucial to overcoming these barriers and meeting the state’s diversity, equity, and inclusion goals. To support the delivery of these services to trainees and workers, ODOE intends to allow subgrant recipients to put a portion of grant funding toward providing wraparound services. Further, ODOE will leverage existing workforce development boards who have experience connecting trainees with wraparound services, have a deep understanding of their specific regions within the state, and are effective at providing workers with services that meet their needs and are available in their area.

c. Showcase plans to promote entrepreneurship among diverse business owners.

Oregon’s approach to supporting entrepreneurship among diverse business owners is twofold. First, through outreach, ODOE identified several programs that currently offer either formal training or informal mentoring to support the development of business skills in small firms doing residential energy efficiency work. Many of these firms are new businesses coming from and serving diverse communities. ODOE plans to engage these programs and encourage them to apply for funding through the subgrant program to support and expand their existing offerings. One example of programs ready for this funding are local business accelerators

focused on promoting climate entrepreneurship in disadvantaged/historically underserved/energy burdened communities.

Second, ODOE intends to provide resources that will allow existing workforce development programs to expand their offerings to include more opportunities for entrepreneurial skill building. To do this efficiently, ODOE aims to facilitate knowledge sharing across organizations and support the development of learning modules focused on building entrepreneurial skills that can be adopted by existing programs without current entrepreneurial offerings. There is also the intent for the Workforce Advisory Committee to include a representative with an entrepreneurial background who will bring this valuable perspective to strategic program discussions.

4. Justice40 Initiative

a. Determine specific disadvantaged communities targeted for enrollment in training, identified using the White House Council of Environmental Quality's Climate and Economic Justice Screening Tool.

The Oregon Department of Energy intends to target this funding toward disadvantaged communities that lack existing dedicated funding for clean energy workforce development. Using the Climate and Economic Justice Screening Tool (CEJST), ODOE has identified the following communities as high priority areas for targeting enrollment in energy efficiency training programs:

- **Communities with High Unemployment:** Structural barriers and historic underinvestment have led to a relative lack of opportunity for family-sustaining careers within the Workforce Development CEJST-identified category of burden. Based on the CEJST data, Oregon has 43 census tracts at or above the 90th percentile for unemployment. Within these census tracts, people of color make up 39% of the population. Across all other census tracts in the state (those below the 90th percentile in unemployment) 33% of the population are people of color. This highlights the need for investment in workforce opportunities in these communities that have historically been excluded from these types of investments. This prioritization is also in line with the state of Oregon's environmental justice goals.
- **Rural Areas:** Many of Oregon's rural communities are classified as disadvantaged based on the Climate and Economic Justice Screening Tool, particularly in the southern and eastern parts of the state, along with many of Oregon's coastal communities. In planning for this application, ODOE has conducted significant outreach to stakeholders who work in these communities to understand their unique needs and the challenges they face. Based on the analysis, rural areas face significant workforce challenges that ODOE hopes to address with TREC funds. These challenges include an aging workforce, a lack of access to apprenticeships, inadequate wraparound services to support career transitions, and a lack of robust employment opportunities post-training. ODOE proposes to commit a portion of the training subgrants to supporting rural areas in overcoming these challenges and building a sustainable workforce.

- **Tribal Communities:** Oregon is home to nine federally recognized tribes along with several other indigenous communities. Each of the federally recognized tribes registers as a disadvantaged community on the CEJST map. These communities have historically been excluded from the benefits of clean energy development and often face barriers to participation in related workforce training programs. ODOE plans to explicitly target these communities for participation in the subgrants that will be issued as part of the TREC program. ODOE intends to reserve a portion of the TREC funds for initiatives operating within tribal communities in Oregon and seeks to pursue tribal representation for the Workforce Advisory Committee to ensure their perspectives are represented.

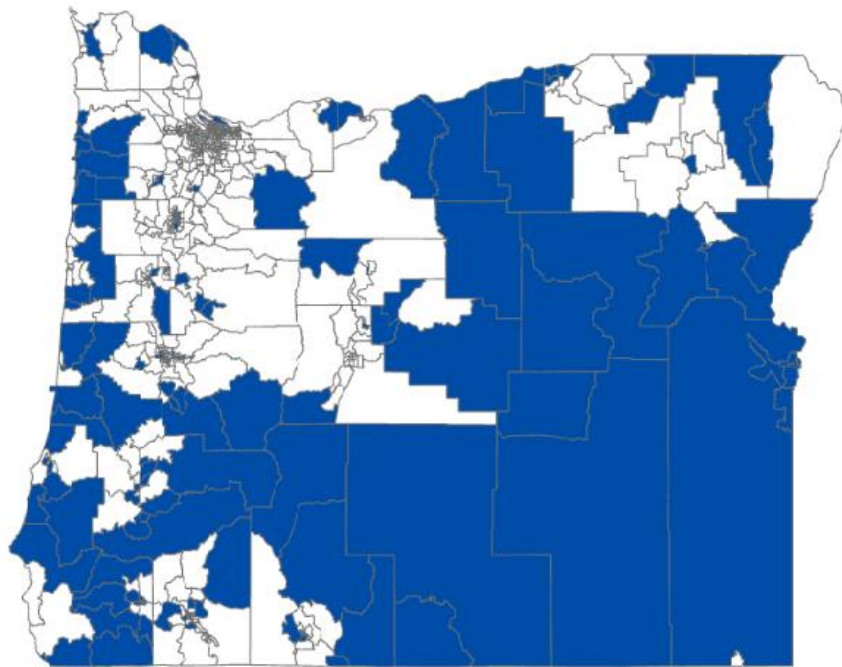


Figure 1: Disadvantaged Communities in Oregon (CEJST)

b. Create a plan to track applicable quantifiable, measurable, and trackable project or program benefits expected to flow to disadvantaged communities.

In addition to the quality jobs data that ODOE plans to capture through subgrant reporting, ODOE will prioritize funding projects that can demonstrate strong plans for delivering training in disadvantaged communities through the course of their projects. ODOE is committed to tracking investments in these communities across the suite of IIJA and IRA grant programs and is developing an accounting mechanism for this purpose. The cadence of this reporting will align with US DOE’s deliverables. ODOE has a Community Equity and Inclusion Analyst who will assist with data tracking designs and collection methods to assist with consistent Justice40 data

tracking under this program. Metrics for measuring benefits in disadvantaged communities could include, but is not limited to the following:

- Dollars spent and/or number of participants from disadvantaged communities in job training programs, apprenticeship programs, STEM education, tuition, scholarships, and recruitment.
- Number of hires from disadvantaged communities resulting from TREC job trainings.
- Number of jobs created for disadvantaged communities because of the TREC program.
- Average and range of wages [\$/hour] for occupations funded through the program.

c. Provide strategies to connect trainees with energy efficiency projects in disadvantaged communities.

The HOMES and HEAR rebate programs have an explicit focus on installing upgrades in disadvantaged communities. ODOE intends to integrate workforce training programs with the HOMES and HEAR rebate programs to ensure contractors understand the rebates and can complete projects that benefit disadvantaged communities. Additionally, the state legislature has tasked ODOE with creating a “One-Stop-Shop” tool that will serve as a single resource for providing homeowners and contractors with information about energy efficiency opportunities and incentives. This tool will be incorporated into relevant training modules once it is developed. The goal of this tool is to make it easy for both contractors and homeowners to identify efficiency incentives, particularly those working in disadvantaged communities.

6.4.c State Workforce Development Plan

1. Workforce Development Plan Part A:

A. Component 1 – Residential Energy Workforce Needs Assessment

a. Provide a statement of need that clearly articulates the current supply of qualified skilled energy efficiency workers compared to the projected future demand.

- **Workers in construction trades:** The most recent employment projections by the economists at the Oregon Employment Department, covering the years 2021-2031, show significantly higher demand in Oregon for construction trades workers associated with energy efficiency work compared to national projections for a similar period (see table below in 1.d). While national projections show employment increases in the low single digits over 2022-2032, Oregon projections for 2021-2031 are in the 15-20% range for the same trades. It should be noted that both sets of projections show that due to retirements and job turnover, the need for skilled tradespeople to fill these gaps will be much higher than the number of new openings. Oregon stakeholders active in providing energy efficiency services and in training energy efficiency workers have affirmed the need for increased opportunities for technical training, ideally with explicit career pathways in energy efficiency-related occupations. Several organizations are already active in this space, and stakeholders have universally advocated that ODOE should not “re-create the

wheel” by starting new training programs but should instead distribute funds to organizations already doing this work with an emphasis on ensuring the statewide availability of training opportunities. Stakeholders have stressed the need to fund efforts that bridge historical gaps between training programs and entering employment, such as work-based learning and on-the-job learning, career coaching, and various approaches to support small contractors to take on workers who are new to the field.

Oregon employment projections do not reflect increases in demand for skilled construction workers due to expected projects like increased residential construction to meet the Governor’s housing goals, the buildout of broadband infrastructure, and the buildout of clean energy generation and distribution infrastructure to meet state clean energy goals.

- **Home energy auditors:** The residential sector in Oregon does not currently have a strong energy professional workforce that assesses energy efficiency of existing buildings aside from the growing Home Energy Score (HES) network. In order to serve the needs of the HOMES program (which Oregon is considering operating with the modeled approach) Oregon will need to provide the HES network additional training to meet the Building Performance Institute (BPI) energy modeling standard and train additional energy professionals. Commercial energy assessments and auditing workforce are strong in Oregon for large businesses, but assistance with energy efficiency audits and planning is much less available for rural and small businesses – both geographically and in the number of businesses that offer services to small businesses. Oregon recognizes the need to train energy professionals and provide support for those that will serve small and rural businesses in Oregon communities, especially those that work on smaller scale multifamily housing that will support both the HOMES and HEAR programs.
- **Construction-related contractors:** On the contractor side, ODOE heard from several partner organizations and stakeholders that the current supply of contractors specializing in residential energy efficient retrofits and new construction will not be sufficient to meet future demands, given increased local, state, and federal funding for this work. Additionally, given that workers and business owners with expertise in electrical, HVAC, and plumbing work are older than the average age of workers in Oregon and nearing retirement age, Oregon may lose current firms due to this demographic trend (these business owners and skilled employees are, on average, roughly 50 years old according to an Oregon Housing and Community Services survey). Apprenticeship programs in rural areas are limited both by the number of candidates and the resources available to support their training, leaving Oregon with a potential gap in services if tradespeople retire without a plan to transition their businesses to their next owners/operators. In the more metro areas with thriving unions, apprenticeship programs are reported as doing well and there is less struggle to find candidates and support their learning, though there is still room to further support the ongoing workforce training in those areas as well.

Most firms who work on residential construction in Oregon are small, and many stakeholders have observed the need for both technical training (i.e., weatherization, energy audits, and heat pump and heat pump water heater installation) and training in business skills necessary to ensure the profitability and longevity of these businesses. Trainings designed to meet the needs of minority contractors, including training for Spanish speakers, would be helpful to increase the availability of energy efficiency services in many parts of the state.

b. Indicate the program(s) for which the State will use TREC funds to prepare a skilled energy efficiency workforce.

Oregon plans to use TREC funds to prepare a skilled workforce to support the state's HOMES and HEAR programs. Additionally, TREC funds will support the following existing state programs and initiatives:

- ODOE's EECBG funding will encourage smaller communities to offer home energy scores to low-income residents, which will prepare them to receive HOMES rebates.
- Oregon recently adopted a goal of installing 500,000 heat pumps by 2030 (HB 3409 in 2023), which this program can help to achieve.
- The state has two statewide heat pump incentive programs, one for renters administered by ODOE and one for homeowners administered by regional partners.
- The Energy Trust of Oregon offers many residential efficiency incentives to customers of Oregon's investor-owned utilities. These programs are available to about 75% of the state's customers.
- Consumer-owned utilities, which serve about 25% of the state's customers, also offer residential efficiency assistance through their own programs and through Bonneville Power Administration programs.
- The Oregon Housing and Community Services Department leads the state's low-income weatherization and rate relief programs, in partnership with community action agencies.
- Oregon's largest city, Portland, recently established the Portland Clean Energy Fund, which is investing significantly in residential energy efficiency.

c. Identify existing programs, within a state's jurisdiction, that meet residential energy contractor and worker needs, including a list of organizations currently provide training, credentialing, and/or wraparound services.

Construction trades generally for residential energy workers and contractors

- Oregon Bureau of Labor and Industry approved apprenticeship programs:
 - Local IBEW electrical union training centers such as: NECA/IBEW Local 48 Electrical Training Center in Portland, and Crater Lake Electrical Training Center.
 - Local Plumbers, Steamfitters and HVAC union apprenticeships programs.

- Local Carpenter union apprenticeship programs.
- Community colleges: various construction trades training programs; Clackamas Community College and Lane Community College have comprehensive energy programs.
- Oregon Training Institute: training for energy auditors, installers, and inspectors that serve nonprofit, local and state weatherization and low-income housing providers.
- YouthBuild: construction training for youth.
- Constructing Hope: pre-apprenticeship program in construction trades.
- Oregon Tradeswomen: pre-apprenticeship programs in construction trades.
- LatinoBuilt: Green Contractor program and focused technical assistance and training in business and construction skills for building contractors with a focus on serving Spanish-speaking businesses.
- EnerCity Collective: construction trades contractor development programs.
- Earth Advantage: partner with community-based organizations to offer green construction skills training courses.
- Energy Trust of Oregon: energy efficient construction training for trade allies.

Home energy auditor training and certification

- Earth Advantage (under contract with ODOE): Home Energy Score Assessor certification.
- ASHRAE: Building Energy Assessment Professional certification.
- Building Performance Institute: Home Energy Professional Energy Auditor certification, Building Energy Analyst certification.
- SMART Energy Auditor certifications.

Wraparound services

- Local workforce development boards connect job seekers with training and services (eligibility differs, with specific forms of assistance for individuals whose previous employment was trade-impacted or who have disabilities requiring accommodations).
- Community-based organizations who serve underrepresented communities can expand their offerings to include wraparound support for workers seeking training opportunities.

- d. **Present labor market information produced by federal or state departments of labor, as well as other sources, including current rates of employment in key occupations and forecasts of growing or declining industries and wage distributions across relevant occupations.**

Selected residential energy efficiency related occupations: Oregon Employment Projections 2021-2031

| Occupation Code³ | Occupation Title³ | Oregon Employment 2021² | Oregon Projected Employment 2031² | Oregon Percent Change² | U.S Percent Change 2022-2032³ | Oregon Employment Change² | Oregon Replacement Openings² | Oregon Total Openings² | Typical Entry-Level Education³ |
|------------------------------------|--|---|---|--|---|---|--|--|--|
| 47-2031 | Carpenters | 22,453 | 25,045 | 11.5% | 0.9% | 2,592 | 20,790 | 23,382 | High school diploma or equivalent |
| 47-2061 | Construction Laborers | 18,388 | 21,934 | 19.3% | 4.4% | 3,546 | 18,753 | 22,299 | Less than high school |
| 47-2111 | Electricians | 11,005 | 13,294 | 20.8% | 6.4% | 2,289 | 11,978 | 14,267 | High school diploma or equivalent |
| 47-2131 | Insulation Workers, Floor, Ceiling, and Wall | 898 | 1,047 | 16.6% | 1.7% | 149 | 907 | 1,056 | Less than high school |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | 6,753 | 7,788 | 15.3% | 2.3% | 1,035 | 6,927 | 7,962 | High school diploma or equivalent |

² Oregon Employment Department, Oregon Occupational Employment Projections 2021-2031, [Projections - QualityInfo](#)

³ U.S. Bureau of Labor Statistics, Occupational Projections and Worker Characteristics 2022-2032, [Occupational projections and worker characteristics : U.S. Bureau of Labor Statistics \(bls.gov\)](#)

| | | | | | | | | | |
|---------|---|-------|-------|-------|-------|-----|-------|-------|-------------------------------------|
| 47-2181 | Roofers | 3,965 | 4,500 | 13.5% | 2.0% | 535 | 3,712 | 4,247 | Less than high school |
| 47-2211 | Sheet Metal Workers | 3,201 | 3,616 | 13.0% | -0.1% | 415 | 3,067 | 3,482 | High school diploma or equivalent |
| 47-4011 | Construction and Building Inspectors | 1,415 | 1,590 | 12.4% | -1.5% | 175 | 1,606 | 1,781 | High school diploma or equivalent |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 3,753 | 4,352 | 16.0% | 5.5% | 599 | 3,448 | 4,047 | Postsecondary training (non-degree) |

As mentioned above, several stakeholders ODOE has engaged with have identified that there are areas of the state where additional residential energy auditors are needed. First, nonprofits active in rural energy efficiency and community action agencies active in weatherization of low-income homes have identified a shortage of energy auditors as a barrier to their work. Also, there are four Oregon cities that currently have home energy score requirements – Portland, Hillsboro, Milwaukie, and Bend – while several others have plans for these requirements in the works. ODOE intends to utilize its EECBG funding, through the US DOE, to encourage the deployment of home energy scores to low-income residents in preparation for the HOMES rebates. The increased volume of home energy score needs will require additional qualified workers. Additionally, there are existing, experienced energy auditors in Oregon who will need subsequent training to bring them up to the necessary BPI certification standards.

B. Component 2 – Participant Outreach, Engagement, and Service Plan

a. Outline how the funds will be used to serve participants from at least one of the following audience(s):

As a reflection of the excellent feedback received through initial program outreach, ODOE has determined that the best use of TREC funds will be to invest in existing programs, through the target participants listed below. Oregon is fortunate to have many community-based organizations, non-profits, and educational facilities that are already doing the good work of preparing an energy-efficient workforce. Many of these organizations have plans, and simply need support, to initiate their efforts. The TREC funding is timely and will be invested well through subgrants available through ODOE. By allowing existing programs to determine their focus from the list of identified top needs, and apply for a TREC subgrant accordingly, ODOE can be nimble and avoid making prescriptive choices as an agency, instead allowing each potential applicant to ascertain the right path for them. In addition to the categories of workforce previously identified as needing additional resources in Oregon – HVAC installers, energy auditors, and general contractor business support – ODOE has identified a need to target the following audiences:

- i. *New workers, especially from disadvantaged communities, for recruitment and training:* For this group, ODOE’s subgrant program can provide funds to help new workers pay for training via community college, pre-apprenticeships, or apprenticeships. Oregon is also aware of other barriers, such as childcare, and will also be open to providing funding for existing programs to bolster wrap-around services that help new workers access programs.
- ii. *Incumbent workers for upskilling and retraining:* For this group, Oregon’s program can provide funds for training existing workers to grow into higher positions. For example, there is a shortage of supervisors in the state. Helping a current worker learn the skills necessary to run a crew would allow a business to grow in capacity as the need for more skilled energy efficiency workers comes online via HOMES and HEAR. This program can also provide funds for retraining

of workers, and support programs that avoid conflicts with current jobs so that someone can learn on their own time.

- iii. *New or existing residential energy contractors for training on leadership, entrepreneurship, business management, financial management, responsible contracting, and/or other relevant skills:* Helping existing efficiency contractors grow their businesses – and their business acumen – was a common refrain in conversations about how this program could work in Oregon. Ideas include training modules that can be viewed online and at any time, mentorship programs where more experienced contractors can advise newer ones, and cohort training over a longer period of time, with a blend of in-person trainings and relationship-building with materials and online modules for enrichment.

The need for this sort of training is crucial to helping existing businesses grow, and to help non-traditional workers make the transition from the field to the front office. It's also an area of growth for existing training programs, which often focus on new workers. By offering potential funding to develop new programs with this focus, federal dollars will allow Oregon's training programs to evolve and allow for a pipeline to develop from new workers through business owners.

b. Identify what methods were used to determine the need to target the selected audience(s)

ODOE used a two-fold approach to determine the needs of the state – one was to pinpoint quantitative data through federal and statewide reports, while the other was to seek out qualitative data from experts and stakeholders in the workforce arena. In analyzing the data on Oregon's workforce, as well as engaging in conversations with the organizations and individuals already doing this sort of work in Oregon, it was clear that there is a need for all three of these audiences (identified in the section above) to be served by a program like this in Oregon. New workers will generally be needed to fill gaps in a growing construction industry, and to prepare the next generation for work in this evolving energy-efficient landscape. Existing workers will need to be targeted to address the growing need for energy auditors caused by incentives and market transformation that will be encouraged through federal and state investments. ODOE is seeing data that suggests that contractors are retiring from the industry faster than they are being replaced.

c. List the organizations that will be involved in identifying and recruiting potential participants, including labor and community-based groups.

- International Brotherhood of Electrical Workers
- Sheet Metal and Air Conditioning Contractors' National Association

- Blue Green Alliance
- Oregon Tradeswomen
- Community Action Partnership of Oregon
- Community Action Agencies
- Community Energy Project
- Portland Clean Energy Fund
- Verde
- Rogue Climate
- Spark Northwest
- Affiliated Tribes of Northwest Indians
- Worksource Oregon
- Oregon’s nine federally recognized tribes
- EnerCity Collaborative
- Sustainable Northwest
- LatinoBuilt
- Community colleges and high schools with relevant programs
- Energy Trust of Oregon
- Oregon Training Institute
- Oregon Clean Energy Workforce Coalition
- Individual utilities
- Earth Advantage

C. Component 3 – Statement of Work with Objectives, Activities, and Metrics

- Provide three to five strategic objectives that aligns program funds to identified workforce needs;**
- Define the metrics used to measure performance of strategic objectives;**

The following metrics have been identified to measure the success of the program in training the identified priority workforce categories, as described in the objectives. Many of US DOE’s suggested metrics align with ODOE’s proposed TREC program, however, ODOE does not see collecting metrics on the number of collective bargaining agreements as a relative metric for Oregon. This is because Oregon’s residential energy efficiency workers are overwhelmingly non-union.

| Goal/Need | Objectives | Metric(s) |
|---|---|---|
| Prepare residential energy workers in Oregon to deliver efficiency and electrification measures funded through HOMES, HEAR, and other state incentives. | 132 individuals will complete HVAC training over the course of 4 years. | Number of individuals and/or businesses enrolled in the training program. |
| | | The percentage of individuals that completed the training program. |
| | 80 individuals that complete HVAC training and receive | Number of workers newly employed; promoted within |

| | | |
|---|--|---|
| | certification are placed in jobs. | current employment; or placed in a registered apprenticeship as a result of training. |
| | 64 individuals from disadvantaged communities will be supported in HVAC training over the course of 4 years. | Number of participants from underserved or underrepresented populations. |
| Equip new and potential contractors with the skills and knowledge necessary to operate a successful contracting business. | 72 individuals will complete business training courses over the course of 4 years. | Number of individuals and/or businesses enrolled in the training program. |
| | | The percentage of individuals that completed the training program. |
| | 32 individuals from disadvantaged communities will be supported in business training courses over the course of 4 years. | Number of participants from underserved or underrepresented populations. |

c. Explain activities that will incentivize workers and/or employers to pursue skills development and integration of applicable skills into existing workflows;

Activities that will encourage workers and/or employers to pursue skills development include using grant funds to ensure that training is available in all regions of the state and that community-based organizations and educational institutions with strong existing connections are able to add TREC-funded training to their offerings.

Additionally, ODOE will work with the stakeholder groups such as the Workforce Advisory Committee members and the EJ Leadership Workgroup, which the agency has recently convened, to get the word out about these training opportunities and the benefits for both employers and potential trainees. The Oregon energy sector is organizing in other ways to ensure that it has the workforce needed for the clean energy transition. Recently, Portland General Electric convened the Oregon Clean Energy Workforce Coalition with more than 50 members (including ODOE), which aims to gain a deeper understanding of regional needs, risks, and opportunities related to jobs in the clean energy labor market. Energy Trust of Oregon has also spearheaded new initiatives, including a Contractor Development Pathway designed to promote equity and diversity by connecting targeted audiences with resources to grow their businesses and complete more projects, as well as enroll in their Trade Ally Network.

d. Describe the plan for meeting workforce training needs after TREC funding is expended.

As mentioned above, ODOE has heard from all stakeholders that there are already many organizations active in workforce development in the state and that it would be more efficient and effective for ODOE to distribute funds to those organizations rather than start a new workforce training program. ODOE plans to distribute funds through subgrants, with one priority being the development of capacity outside of the Portland metropolitan area. A few community-based organizations have started to expand their operations to other parts of the state, while community colleges in rural areas have expressed interest in borrowing curricula and participating in “train the trainer” opportunities from community colleges with expertise in energy efficiency and building energy management. This is one example of how these efforts will help to invest in unlimited and ongoing benefits to the workforce landscape, as opposed to short-term solutions. Building on plans and expanding the reach of available programs will help to address current and future needs. The intent is that trained workers will have marketable skills that can transcend market fluctuations and will give them sustainable and long-term job potential.

2. Workforce Development Plan Part B:

A. How will you engage and collaborate with local stakeholders in the development of your plan?

- a. Describe involvement;**
- b. List organizations;**
- c. Define specific role and expertise;**
- d. Outline activities and deliverables.**

Since the TREC funding opportunity was announced, ODOE has met one-on-one with local stakeholders including labor unions, community organizations, community colleges, and training programs that could benefit from federal investments in residential efficiency contractor training programs. Initial meetings allowed for stakeholders to share ideas. In some cases, more than one conversation took place to allow for a deeper understanding of needs. These local organizations delivered qualitative and quantitative data, information about their programs, and shared the needs of their regions when it comes to the residential energy efficiency workforce.

Some of the local organizations ODOE has pursued a working relationship with, and will extend from application through implementation and assessment, include:

- Portland Clean Energy Fund
- Energy Trust of Oregon
- Bonneville Power Administration
- Community Action Agencies
- Community colleges
- Sister state agencies
- Local workforce development boards

- Labor unions
- Local utilities

While many of the specific roles and expertise cannot be defined until a procurement process is initiated for available subgrants, one example of a collaborative effort with shared interests is ODOE’s partnership with ETO. During ODOE’s regular engagement with ETO, the shared need to get further feedback from energy-efficiency contractors was identified. Instead of siloing these efforts, ODOE and ETO have decided to collaborate on a joint survey of ETO’s trade ally network to give them the opportunity to share their experience and expertise in the current energy-efficiency workforce. The survey will help to further inform ODOE’s TREC program implementation plan, as well as address ETO’s research objectives. The survey instrument will be managed by ETO and their deliverable to ODOE is to share monthly data pulls, as well as a final report in the Spring of 2024.

Another example of a program deliverable is going to be the evaluation component of the program plan. While outlined in further detail below, ODOE will task the Workforce Advisory Committee with evaluating data and feedback on the program’s performance, to inform programmatic changes necessary for the greatest functionality of investments.

Other activities and deliverables will need to be determined in the performance agreement between ODOE and its subgrantees. The performance agreement will outline metrics required, timelines for reporting, and expected outcomes from TREC investments.

B. How will you partner with local stakeholders in the implementation of your plan?

The overall approach in Oregon is to provide subgrants to local stakeholders who are already doing residential energy efficiency workforce development, in order for them to grow their programs. Not only have they been deeply involved in helping to inform the priorities in this application, but they could also be the “boots on the ground” for this program.

The partnership that went into this application will also continue into implementation, assessment, and further programmatic determinations. ODOE will hold conversations with groups as it prepares for program launch, including the potential to include some of these groups in the review and scoring of subgrant applications, as feasible and where conflicts of interest do not exist. ODOE will also invite individuals from some of the organizations above to serve on the Workforce Advisory Committee. When it comes time for reporting, ODOE will reach out for input on how the program is performing, including through the delivery of the program evaluation.

C. What are the existing statewide programs, initiatives, or partnerships you will leverage when developing and implementing your plan?

- Energy Efficient Technologies Information and Training program, funded through HB 3409 during the 2023 Oregon Legislative Session
- Oregon Training Institute
- Oregon Weatherization Assistance Program

- Oregon Workforce and Talent Development Board
- Sister state agencies, including the Higher Education Coordinating Commission, Bureau of Labor and Industry, Oregon Housing and Community Services, Oregon Employment Department
- Worksource Oregon
- Oregon Clean Energy Workforce Coalition

Of specific significance to this program, the state of Oregon recently passed legislation that aligns with the energy efficiency and workforce goals in TREC, as well as HOMES and HEAR. HB 3409 (2023) sets a heat pump deployment target of 500,000 new heat pumps installed by 2030 in the state of Oregon. This goal additionally prioritizes installations in low-income and environmental justice communities. In support of this goal, the legislature set up a fund to support a program at ODOE to prioritize workforce and contractor training, education and awareness of programs, rebates, and the need for heat pumps and other energy efficiency upgrades. The intent at ODOE is for this state-funded program to work hand-in-hand with the TREC program. The state fund will support a new staff member to head up the program, as well as the TREC program. The state fund will also provide opportunities for ODOE to supply additional grant funds to entities providing the same types of workforce training as will be offered in the TREC program. Therefore, ODOE is fully committed to not only the TREC program objectives, but will also be investing in and leveraging our state-funded program to further the reach of workforce efforts in Oregon.

D. How will your plan benefit disadvantaged communities? (Check all that apply)

- Increase in skills development opportunities.
- Increase in access to pre-apprenticeships/apprenticeships.
- Increase in access to low-cost capital needed for clean energy projects.
- Increase in job quality.
- Increase in clean energy enterprise creation and contracting (e.g., minority owned or disadvantaged business enterprises).
- Increase in access to educational opportunities/certifications needed for clean energy jobs.
- Increase in clean energy jobs, job pipeline, and job training for individuals from disadvantaged communities.
- Increase in parity in clean energy technology access and adoption.
- Increase in access to resources to obtain jobs in clean energy sector.
- Other: (please list any additional benefits for disadvantaged communities not mentioned above.)

E. What internal controls for performance reporting do you have established that will identify, track and report performance against the required program goals, activities, and metrics?

ODOE has experience with federal grant performance reporting and is confident in its established protocols and systems for successful implementation of the TREC program. Additionally, ODOE's staff possess the necessary expertise and qualifications to deploy funds provided to this program.

ODOE intends to leverage the agency's internal structure to manage, oversee, and report on these funds. This structure involves several distinct features with segregated roles and responsibilities. ODOE adheres to and complies with statewide accounting and internal control guidelines. In conjunction with ODOE's Internal Auditor, ODOE's accounting section develops and monitors agency internal controls and accounting processes. ODOE's Designated Procurement Officer, with assistance from ODOE's lead Contracts Officer, establishes policies and procedures and monitors procurement activities for compliance with state procurement requirements. Each federal award received by the agency will be assigned to a Grants Officer employed by ODOE. The Grants Officer serves as the primary point of contact for the federal agency, coordinates with program teams to provide timely reporting of both a financial and programmatic nature, and assists with monitoring transactions, contracts, subawards, and programmatic systems to ensure compliance with federal and state laws, states policies and procedures, and the unique terms and conditions of the federal award agreement.

During program implementation, ongoing review and monitoring is provided by the Grants Officer to ensure expenditures are allocable to the federal award, are necessary and reasonable, and financially prudent. Monthly and quarterly financial monitoring and reporting are prepared by ODOE's Budget Analyst to assist the Grants Officer to ensure expenditures do not exceed the grant award and approved budgets. The Grants Officer also works closely with Program staff during the development of quarterly progress reports to ensure accurate information is provided, and then enters the quarterly report information into PAGE. This review compares progress and achievements to stated milestones to ensure program targets are achieved.

ODOE's strong history of meeting reporting requirements under federal award agreements includes satisfactory and prompt reporting on progress towards the expected outcomes and deliverables. Financial quarterly reports, including narrative reporting on measurable project activities, are required in grants such as the State Energy Program⁴, Hanford Cleanup Oversight and Hanford Natural Resource Damage Assessment⁵, and Preventing Outages and Enhancing the Resilience of the Electric Grid Formula Grants to States and Indian Tribes.⁶ Financial reporting is primarily conducted by preparing and submitting a Federal Financial Report form (SF-425); however, some program reports solicit more detailed financial information. Other awards have required semi-annual reporting on program outcomes and financial project status. On occasion ODOE has requested extensions to regular federal reporting deliverables, primarily

⁴ US Department of Energy Assistance Agreement Number DE-EE0009484

⁵ US Department of Energy Assistance Agreement Number DE-EM0004279

⁶ US Department of Energy Assistance Agreement Number DE-GD0000038

connected to statewide changes related to data processes. ODOE has made certain that these requests were approved in writing and that timely submission occurred.

In addition to PAGE, ODOE has experience working with other federal grant reporting systems, as well as reporting through email correspondence. ODOE also aims to submit satisfactory final technical reports under award agreements, such as was the case with a recently closed federal Department of Defense grant.⁷ ODOE met the requirements at the close of this grant, which required the submission of significant technical documentation demonstrating the project's objectives were fulfilled.

ODOE has the organizational experience to plan for successful implementation of the program and success in achieving the target objectives within the expected timeline. In developing each grant program, ODOE estimates appropriate staffing levels and other resources needed based on the components of each unique grant opportunity. These estimates are largely based on staff expertise on the operations and requirements of federal awards, including robust reporting and oversight mechanisms we anticipate will be integrated within this grant award. For example, the Grants Officers have reviewed the details of the Justice40 Initiative, including the CEJST map, to increase staff knowledge related to compliance requirements. These preparations will yield thoughtful metrics appropriate to the proposed projects, as well as a mechanism for measuring progress towards those goals.

F. How will you facilitate continuous improvement to incorporate stakeholder feedback and improve program design and service delivery?

To ensure the continuous refinement and optimal utilization of TREC funds, ODOE will establish a dynamic Workforce Advisory Committee. ODOE recognizes that within the state there already exists several advisory groups of this type and aims to not create an unnecessary burden on the individuals tasked with participation, if possible. To that end, ODOE has engaged with some of these groups to understand the current landscape and where gaps may exist in the energy efficient and clean energy workforce forums. ODOE seeks to convene a subset of an existing group for this purpose. The makeup of this advisory group will consist of a diverse representation of Oregon's workforce landscape, which may include new and experienced workers, contractors, industry standard organizations, training providers, community colleges, local environmental justice and non-profit organizations, and state personnel. ODOE intends to include state partner agencies, such as the Oregon Bureau of Labor & Industries, the Higher Education Coordinating Commission, and the Oregon Housing and Community Services (which operates the Weatherization Assistance Program), to name a few. Through regular meetings, this collaborative forum will actively contribute to ongoing programmatic recommendations, including through the program evaluation. By channeling the insights and expertise of these stakeholders, the state will be well-equipped to hone its initiatives, respond to industry shifts, and expeditiously adapt to emerging needs. This advisory group will serve as a fundamental

⁷ US Department of Defense Assistance Agreement Number HQ00051910050

channel for maintaining effective training undertakings, ultimately driving the success of its workforce development efforts.

6.4.d Workforce Advisory Group

The State confirms they will establish a workforce advisory group.

6.4.e Program Evaluation Plans

- **Expected timeline for program evaluation;**

ODOE aims to administer the program evaluation approximately 18 months after the first awards are issued. This timeline will allow ODOE time to collate the data received from participants and convene a special meeting of the Workforce Advisory Committee to review and approve the findings. The outcomes of the program evaluation, and any supported amendments to the existing program should be integrated into project scopes at around the two-year milestone. A similar survey will be conducted of awardees at the program conclusion and will be collated by ODOE to integrate into close-out reporting and program evaluation.

- **Determined components of the evaluation that should address or include, but are not limited to, the following:**

- o **Progress against goals, activities, and metrics identified in Section 6 of the Application Instructions and any forthcoming DOE program guidance;**
- o **Feedback from program participants collected by the program;**
- o **Process and program design improvements that would increase the likelihood of meeting program goals, activities, and metrics;**
- o **Review of program impacts; and**
- o **Recommendations for improvement as identified by the program evaluation.**

ODOE will rely on the Workforce Advisory Committee to provide program oversight and evaluate the success of the program. The basis of this evaluation will be reports produced by ODOE staff, based on data collected from awardees, presented to the advisory group. Because of the required time it will take for these experts to assess the program's success, ODOE proposes offering a stipend to reviewers and requests permission to allow for participant support costs to achieve this programmatic requirement.

Subrecipients will be responsible for reporting program metrics at a minimum of quarterly to provide ODOE with the data necessary to report on program progress and enable program evaluation. These reporting metrics will include the following:

- Number of program participants.
- De-identified basic demographics of program participants.
 - o Including, but not limited to age, gender identify, race and ethnicity, and primary language.
- Program success metrics.

- These will include metrics that measure the impact of the program such as number of certifications received, or number of individuals that completed the training program.
- Participant survey responses.
 - Subgrantees will administer qualitative surveys to participants to gather feedback from program participants.
- Subgrantee survey responses.
 - Subgrantees will also be responsible for responding to a brief survey on operational aspects of the program (e.g., How easy was it to apply for the award?). This information will be used by ODOE to inform future process improvements.

● **Identified evaluation questions that will assist the States in improving the program.**

ODOE has identified the following questions that may assist the Workforce Advisory Committee in evaluating the success of the program. While this is not an exhaustive list, variations of these thematic questions may be asked of the subgrantee and/or the participants in the program:

- What were the program benefits? (Subgrantees and new/existing/contractor participants)
- What were the most valuable aspects of trainings/program? (Subgrantees and new/existing/contractor participants)
- What opportunity exists to improve the program? (Subgrantees and new/existing/contractor participants)
- Why did the participant pursue the training/program? (New/existing/contractor participants)
- How did the program assist with employment placement? (New participants)
- How did the program increase the participant's access to apprenticeships/paid internships? (New participants)
- How did the program increase career advancement? (Existing participants)
- How were the curricula/trainings offered to workers beneficial? (New/existing/contractor participants)
- How did the program benefit the business? (Contractor participants)

Attachment A: Letters of Support

**Oregon Department of Environmental Quality
Oregon Public Utility Commission
Oregon Housing and Community Services
Oregon Workforce and Talent Development Board
Idaho Power
PacifiCorp
Lane Community College**



Oregon

Tina Kotek, Governor

Department of Environmental Quality

Agency Headquarters

700 NE Multnomah Street, Suite 600

Portland, OR 97232

(503) 229-5696

FAX (503) 229-6124

TTY 711

September 21, 2023

United States Department of Energy
Office of the State and Community Energy Programs
Attn: Henry McCoy, Director
1000 Independence Avenue SW
Washington D.C. 20585

RE: Letter of Support for Contractor Training Grants Application, IRA 50123

Dear Director McCoy,

The Oregon Department of Environmental Quality is writing this letter in support of the Oregon Department of Energy's (ODOE) application to the Contractor Training Grants funding opportunity provided under the Inflation Reduction Act (IRA). We are excited to offer our support for this application, which will help prepare a clean energy workforce to support the various home energy efficiency incentives available through the IRA.

Oregon has a goal of installing 500,000 new heat pumps in homes by 2030, and we are particularly excited about the potential for increased workforce skill development and capacity building throughout our state. We know that a sufficiently trained workforce can be a barrier to getting projects done, especially in rural areas. But we also know that these projects can reduce energy costs, increase access to heating and cooling, and reduce emissions. With investments like the Contractor Training Grants, individuals will be able to learn new skills or upgrade existing ones — and secure a good job while contributing to both our economy and our clean energy future. We hope to support this work as it moves forward by engaging with ODOE to determine and evaluate strategies for effective deployment of this program to support Oregon's growing clean energy workforce.

ODOE is well-positioned to ensure the educational facilities, community organizations, and workers most in need are supported by the Contractor Training Grants. We have confidence that ODOE will be able to overcome barriers to increasing the available workforce for installing home energy-efficient technologies and create a holistic approach that benefits low-income households and disadvantaged communities in meaningful ways.

We fully support ODOE's application and look forward to the outcomes of this program.

Sincerely,

Leah K. Feldon



Oregon

Tina Kotek, Governor

Public Utility Commission

201 High St SE Suite 100

Salem, OR 97301-3398

Mailing Address: PO Box 1088

Salem, OR 97308-1088

503-373-7394

September 8, 2023

United States Department of Energy
Office of the State and Community Energy Programs
Attn: Henry McCoy, Director
1000 Independence Avenue SW
Washington D.C. 20585



RE: Letter of Support for Contractor Training Grants Application, IRA 50123

Dear Director McCoy,

The Oregon Public Utility Commission (Commission) submits this letter in support of the Oregon Department of Energy's (ODOE) application to the Contractor Training Grants funding opportunity provided under the Inflation Reduction Act (IRA). We are excited to offer our support for this application, which will help prepare a clean energy workforce to support the various home energy efficiency incentives available through the IRA.

State policy has identified energy efficiency as a critical element of Oregon's clean energy transition. Oregon has a goal of installing 500,000 new heat pumps in homes by 2030. The Commission understands that a sufficiently trained workforce is often a barrier to completing energy efficiency upgrades, especially in rural areas. We also know that these projects can reduce energy costs, increase access to heating and cooling, and reduce emissions. With investments through the Contractor Training Grants, individuals will be able to learn new skills or upgrade existing ones — and secure good jobs while contributing to both our economy and our clean energy future. We intend to support this work as it moves forward by engaging with ODOE to determine and evaluate strategies for effective deployment of this program to support Oregon's growing clean energy workforce.

ODOE is well-positioned to ensure the educational facilities, community organizations, and workers most in need are supported by the Contractor Training Grants. We have confidence that ODOE will be able to overcome barriers to increasing the available workforce for installing home energy-efficient technologies and create a holistic approach that benefits low-income households and disadvantaged communities in meaningful ways.

We fully support ODOE's application and look forward to the outcomes of this program.

Sincerely,

Megan W. Decker
Chair, Oregon Public Utility Commission



725 SUMMER STREET NE, SUITE B | SALEM, OR 97301
503-986-2000 | www.oregon.gov/OHCS

September 05, 2023

United States Department of Energy
Office of the State and Community Energy Programs
Attn: Henry McCoy, Director
1000 Independence Avenue SW
Washington D.C. 20585

RE: Letter of Support for Contractor Training Grants Application, IRA 50123

Dear Director McCoy,

Oregon Housing and Community Services is writing this letter in support of the Oregon Department of Energy's (ODOE) application to the Contractor Training Grants funding opportunity provided under the Inflation Reduction Act (IRA). We are excited to offer our support for this application, which will help prepare a clean energy workforce to support the various home energy efficiency incentives available through the IRA.

OHCS provides resources for Oregonians to reduce poverty and increase access to stable housing. Our intentional focus on both housing and community services allows us to serve Oregonians holistically across the housing continuum, including preventing and ending homelessness, assisting with utilities, providing housing stability support, financing multifamily affordable housing, weatherization and encouraging home ownership.

Oregon has a goal of installing 500,000 new heat pumps in homes by 2030, and we are particularly excited about the potential for increased workforce skill development and capacity building throughout our state. We know that a sufficiently trained workforce can be a barrier to getting projects done, especially in rural areas. But we also know that these projects can reduce energy costs, increase access to heating and cooling, and reduce emissions. With investments like the Contractor Training Grants, individuals will be able to learn new skills or upgrade existing ones — and secure a good job while contributing to both our economy and our clean energy future. We hope to support this work as it moves forward by engaging with ODOE to determine and evaluate strategies for effective deployment of this program to support Oregon's growing clean energy workforce.

ODOE is well-positioned to ensure the educational facilities, community organizations, and workers most in need are supported by the Contractor Training Grants. We have confidence that ODOE will be able to overcome barriers to increasing the available workforce for installing home energy-efficient technologies and create a holistic approach that benefits low-income households and disadvantaged communities in meaningful ways.

We fully support ODOE's application and look forward to the outcomes of this program.



Sincerely,

[Jill Smith, Director of Housing Stabilization Division, Oregon Housing & Community Services]

Signed: _____





Workforce and Talent Development Board (WTDB)

September 6, 2023

United States Department of Energy
Office of the State and Community Energy Programs
Attn: Henry McCoy, Director
1000 Independence Avenue SW
Washington D.C. 20585

RE: Letter of Support for Contractor Training Grants Application, IRA 50123

Dear Director McCoy,

The Workforce and Talent Development Board (WTDB) is writing this letter in support of the Oregon Department of Energy's (ODOE) application to the Contractor Training Grants funding opportunity provided under the Inflation Reduction Act (IRA). We are excited to offer our support for this application, which will help prepare a clean energy workforce to support the various home energy efficiency incentives available through the IRA.

The Workforce and Talent Development Board (WTDB) has a vision of equitable prosperity for all Oregonians. This vision is backed by a mission of advancing Oregon through education, training, jobs and careers by empowering people and employers. The WTDB enables this mission by anticipating and acting on future workforce needs; partnering with workforce, education, and training entities including Local Workforce Development Boards (LWDBs); and advising the Governor and the legislature on workforce strategy, policy, and plans.

Oregon has a goal of installing 500,000 new heat pumps in homes by 2030, and we are particularly excited about the potential for increased workforce skill development and capacity building throughout our state. We know that a sufficiently trained workforce can be a barrier to getting projects done, especially in rural areas. But we also know that these projects can reduce energy costs, increase access to heating and cooling, and reduce emissions. With investments like the Contractor Training Grants, individuals will be able to learn new skills or upgrade existing ones — and secure a good job while contributing to both our economy and our clean energy future. We hope to support this work as it moves forward by engaging with ODOE to determine and evaluate strategies for effective deployment of this program to support Oregon's growing clean energy workforce.

ODOE is well-positioned to ensure the educational facilities, community organizations, and workers most in need are supported by the Contractor Training Grants. We have confidence that ODOE will be able to overcome barriers to increasing the available workforce for installing home energy-efficient technologies and create a holistic approach that benefits low-income households and disadvantaged communities in meaningful ways.

We fully support ODOE's application and look forward to the outcomes of this program.

Sincerely,

Todd Nell, Director
Workforce and Talent Development Board (WTDB)



September 06, 2023

United States Department of Energy
Office of the State and Community Energy Programs
Attn: Henry McCoy, Director
1000 Independence Avenue SW
Washington D.C. 20585

**RE: Letter of Support for Oregon Department of Energy
Section 50123 of the Inflation Reduction Act**

Dear Director McCoy,

Idaho Power is writing this letter as an indication of support for the Oregon Department of Energy's (ODOE) application to the State-Based Home Efficiency Contractor Training Grants provided under the Inflation Reduction Act (IRA), section 50123. The ODOE proposal, if funded, would help prepare the Oregon workforce in our service area support the various home energy and efficiency related rebates available through the IRA. For example, our Oregon customers as well as some Idaho customers served by Oregon contractors would benefit when participating in the Home Efficiency Rebate program (IRA 50121) and the Home Electrification and Appliance Rebate program (IRA 50122). Also, Idaho Power's residential energy efficiency incentive programs that are administered in part by contractors would benefit from this training.

As the electric utility serving southeast Oregon and southern Idaho, we are interested in the advancement of our local multi-discipline workforce and their increased capacity throughout our service area. We expect this funding opportunity to help individuals learn new skills while upgrading their existing knowledge which will lead to sustained good jobs while contributing to our energy future considering Idaho Power's Clean Today, Cleaner Tomorrow goal of 100% clean energy by 2045.

Thank you for your consideration of the ODOE application and we look forward to the outcomes of this funding.

If you have any questions about our letter of support or need additional information, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Todd Greenwell".

Todd Greenwell
Senior Engineer
Idaho Power Co
1221 W Idaho St
Boise, ID 83702
Ph: 208-388-6484
Email: tgreenwell@idahopower.com



825 NE Multnomah
Portland, Oregon 97232

September 8, 2023

United States Department of Energy
Office of the State and Community Energy Programs
Attn: Henry McCoy, Director
1000 Independence Avenue SW
Washington D.C. 20585

RE: Letter of Support for Contractor Training Grants Application, IRA 50123

Dear Director McCoy,

Pacific Power submits this letter to express its support of the Oregon Department of Energy's (ODOE) application to the Contractor Training Grants funding opportunity provided under the Inflation Reduction Act (IRA). As Oregon's largest rural electricity provider serving 620,000 customers across the state, we are excited to offer our support for this application, which will help prepare a clean energy workforce to support the various home energy efficiency incentives available through the IRA.

Oregon has a goal of installing 500,000 new heat pumps in homes by 2030, and we are particularly supportive of the opportunities for increased workforce skill development and capacity building throughout our state. We recognize that a sufficiently trained workforce may be a barrier to getting projects completed, especially in rural and frontier areas. But we also know that these projects can reduce energy costs, increase access to heating and cooling, and reduce emissions.

With investments like the Contractor Training Grants, individuals will be able to learn new skills or upgrade existing ones — and secure a good job — while contributing to Oregon's economy and clean energy goals. We will support this work as it moves forward by engaging with ODOE to determine and evaluate strategies for effective deployment of this program to support Oregon's growing clean energy workforce.

ODOE is well-positioned to ensure the educational facilities, community organizations, and workers most in need are supported by the Contractor Training Grants. We have confidence that ODOE will be able to overcome barriers to increasing the available workforce for installing home energy-efficient technologies and foster a holistic approach that benefits low-income households and disadvantaged, rural and frontier communities in meaningful ways.

We fully support ODOE's application and look forward to the outcomes of this program.

Sincerely,

A handwritten signature in black ink, appearing to read "Matthew D. McVee".

Matthew D. McVee
Vice President, Regulatory Policy & Operations
PacifiCorp



Northwest Water and Energy Education Institute

Energy Management w/Controls Program, Building Energy and Controls Apprenticeship (BECA) Program
Building Operators Certificate Program, Energy Management Certificate Program,

August 26, 2023,

United States Department of Energy
Office of the State and Community Energy Programs
Attn: Henry McCoy, Director
1000 Independence Avenue SW
Washington D.C. 20585

RE: Letter of Support for Contractor Training Grants Application, IRA 50123

Dear Director McCoy,

As the Director of the Lane Community College Energy and Water Efficiency, and the Building Energy and Controls (registered) Apprenticeship (BECA) programs, I am writing this letter in support of the Oregon Department of Energy's (ODOE) application to the Contractor Training Grants funding opportunity provided under the Inflation Reduction Act (IRA). I am very excited to offer my support for this application, designed to help prepare a clean energy workforce supporting the various home energy efficiency incentivized measures available through the IRA. Developing an Oregon clean energy workforce has been my mission for the past 30 plus years.

Oregon has a goal of installing 500,000 new heat pumps in homes by 2030, and are particularly excited about the potential for increased workforce skill development and capacity building throughout our state. We know that a sufficiently trained workforce can be a barrier to getting projects done, especially in rural areas. With investments like the Contractor Training Grants, individuals will be able to learn new skills or upgrade existing ones — and secure a good job while contributing to both our economy and our clean energy future. We hope to support this work as it moves forward by engaging with ODOE to determine and evaluate strategies for effective deployment of this program to support Oregon's growing clean energy workforce.

The Oregon Department of Energy is well-positioned to ensure the educational facilities, community organizations, and workers most in need are supported by the Contractor Training Grants. I have confidence that ODOE will be able to overcome any barriers to increasing the available workforce for installing home energy-efficient technologies and create a holistic approach that benefits low-income households and disadvantaged communities in meaningful ways. To that end, I commit my resources including training facilities, assessment tools (Blower Doors, Duct Blasters, temperature sensing guns, etc), and instructors to ensure our future clean energy workforce has the most current instruction on the most effective clean energy measures available. I look forward to fully support ODOE's application and look forward to the outcomes of this program.

Sincerely,

Director, Energy and Water Programs
Lane Community College